



Dissemination and Valorisation results of the WorkMentor project

Place	Date	Type of Audience	Number Participants	Short description	Comments
Chios, GR	October 5-11, 2011	teachers (VET) and researchers and certification/advisory from GR, CY, TR, FI, CH, FR, Malta	11	Summer School on IT-enhanced Education in Organic Agriculture in Greece, J. Länsipuro presented the project portal and plans for e-learning to participants.,	
Chios, GR	October 5-11, 2011	Participants in Green Ideas conference	40	40 Green ideas participants, teachers, researchers, IT-innovators, organic certifiers and advisors etc from GR, CY, Malta, IT, CH, FR, BG, UK and Palestine, India, South Africa, Egypt and the United States. http://wiki.agroknow.gr/agroknow/index.php/Green_Ideas_2011	
Sofia, BG	November 12, 2011	Agriculture University lecturers, researchers and teachers	15	A visit was made to the Forestry University in Sofia in preparation of a new TOI proposal: GreenBlend. BT was invited to presented the IFSAT foundation and its 'activities, including the various running projects involvements and the new proposal. www.ltu.bg	The concept of the projects related to vocational training were perceived as very interesting

Athens, GR	Dec.6, 2012	International company of teachers, trainers and other staff in Agricultural VET.	45	Conference organised by the project Cer-Organic on 'Organic Agriculture & Education: Challenges in Training Advisors of Organic Farmers' was presented with the view on organic agriculture education based on 15 years of European education projects, including AgriCom, WorkMentor, BEES, FINESSA and Organic.MedNet. http://www.wiki.agroknow.gr/agroknow/index.php?title=CerOrganicConference	Delivery well received, but too many projects in the conference.
Dumfries, UK	10/12/2011	Principal and staff	8	Carbon Centre at Dumfries University campus, is the most influential carbon (sustainable) related college in the UK – also the newest. Discussion on WorkMentor plus benefits www.carboncentre.org	A definite interest in the project but probably not for this department.
Karis, FI	December 2011	Vocational education and training providers Labour market (employers) Organisations Associations working in the field of lifelong learning, Others	?	Link from Axxells webpage, http://intra.axxell.fi/sv/startsidan/internationella-aerenden/projekt/leonardo-da-vinci.html in order for staff/students and other visitors to Axxells webpage to find the link to the Workmentor webpage	
Karis, FI	September 2011 December 2011 April 2012 September 2012 May 2013 October 2013	VET Coordinators, Managers	10 x 6	Meetings for the coordinators and other administrative staff at Axxell in order to inform them about what is going on within the project	
St-Herblain, France	December 12 th 2011 January 9 th 2012. September 10 th 2012.	All trainers from the agricultural staff at CFPPA Jules Rieffel. At staff and teachers' meetings.	6 6 6	At least three times the participants from VMA have reported and presented the Workmentor project to fellow teachers at VMA.	6 people in VMA have been involved in the Workmentor project one way or another.
Harderwijk, NL	Dec.2012-March 2013	Entrepreneurs in hospitality sector	40	Sending info re. WorkMentor survey and connecting to re-employment program from 'het Idee van Harderwijk'.	Resulted in survey interviews
Zwolle, NL	Jan. 19,2012	Board members and	75	Visit was made to the Organic Agriculture BIOVAK fair in	The projects were seen as a

		members of various organizations, schools and agriculture universities and various certification bodies.		Zwolle, Informing lost of contacts about the project activities AgriCom and WorkMentor of the IFSAT Foundation. http://www.biovak.nl	very interesting activity
University of West Australia	15/2/2012	Senior lecturers	6	Visit was made to the University of West Australia in Perth informing lost of contacts about the IFSAT Foundation project activities including WorkMentor and AgriCom. www.uwa.edu.au	
Dronten, NL	02/03/2012	Teachers Agric. education	12	The WorkMentor and AgriCom projects and goals were presented to a meeting of agriculture teachers, including the teachers of the Warmonderhof Biodynamic Agriculture College, in NL www.warmonderhof.nl	Interesting projects, but how would it be of any use to us?
Ettelbrück, LUX	20/03/2012	Director and teaching staff	12	IFSAT is consultant to the introduction of organic agriculture education at the only agricultural school in Luxembourg. The last and present project activities were presented and elements of this are used in the monitoring of the agricultural school. http://www.lta.lu	The experience of education projects is well received. Could WorkMentor be of any use in the future?
Dumfries, UK	March 22, 2012	Organic farmers and stakeholders	± 50	The annual meeting of the Scottish organic producers association [SOPA] was presented with the activities of IFSAT. These included the presentation of AgriCom, WorkMentor and other organic projects. www.sopa.org.uk	
Forest Row, UK	April 23, 2011	Teachers and students	± 48	A presentation concerning AgriCom and WorkMentor was given at Emerson College. http://www.bdacollege.org.uk	Emerson College was a partner in previous projects, new staff and students were updated.
Ekenäs; FI	April 2012 September 2012 May 2013 October 2013	Teachers	12 x 4	After each transnational project meeting Beatrice Westerlund and Charlotte Rehn has informed their colleagues and the teachers of the social and healthcare department at Axxell Ekenäs about what has happened in the project. They have also been recommended to visit the project webpage	

Akureyri, Iceland	August 18 th 2011 January 4 th 2012. Sept. 21 st 2012.	All teachers at VMA. At staff and teachers' meetings.	118 101 78 mostly the same group.	At least three times the participants from VMA have reported and presented the Workmentor project to fellow teachers at VMA.	At least 10 people in VMA have been involved in the Workmentor project. Designing the logo, assisting with the website, preparing visits, videotaping the final conference and more.
South Wales, UK	January 2012 – April 2012	Employers in South Wales	15	Presentation of the Project to individual Employers in the Swansea area	Staff member visited employers to present the project and request completion of information questionnaires
Helsinki, FI	May 25, 2012	Urban beekeepers in Helsinki	15	Urban beekeepers in Helsinki (including spouse of the US Ambassador in Helsinki - she has a few top bar hives at the embassy!) info on the IFSAT projects in general: BEES, AgriCom and WorkMentor.	
Dumfries, UK	May 27, 2012	Organic teachers	24	Barony College was involved in a project setting up organic agriculture e-learning in Scotland. Barony was presented the development of the AgriCom and WorkMentor projects. http://www.barony.ac.uk	'Interesting....of any use to us?'
Mantsala, FI	May-June, 2012	students and teachers org. agr.	50	KEUDA, teaching VET program in organic horticulture, Janne Länsipuro introduced the project AgriCom to the students and teachers of the program. http://keuda.fi/portal	School intends to follow the project development
Swansea, UK	16 / 05 / 2012	Senior Managers	12	Presentation of the project to the External Funding Group of Gower College Swansea.	
Swansea, UK	03 / 07 / 2012	Executive Management Group	3	Presentation of the first year outcomes of the project	
Cardiff, Wales, UK	26 / 09 / 2012	European Managers Social Enterprises, Colleges, Local Authorities, Welsh Government ECORYS, Training Providers	20	Presentation of the project to the Wales Advisory Group for Leonardo, Grundtvig and Transversal Programmes	
Riverside Training, Hereford, UK	04.10.12	Full Staff Meeting at Riverside Training	25	Presentation of the project and example of training materials – explanation of the piloting process	To get buy in from all staff at Riverside to support the piloting process.

Arras, North of France	October 17 th 2012	Teachers and trainers from all the country gathered by France Europea	30	Mireille Rioual has presented the WorkMentor project in a slideshow to teachers and trainers from agricultural schools	National meeting
Malta	24-27/10/2012	VET Managers from across Europe	100	Small group meetings and presentations with VET Managers from colleges across Europe	
Adana, TR	30/11/12	Staff & students of Cukurova University Agric. School of	36	A fact finding tour was made in preparation of a possible new project. A presentation was given on previous and running projects that could be useful. WorkMentor was one of these.	
Hereford Courtyard Theatre	28.11.12	Hospitality Employers as part of an Employers Forum	22	Discussion and review of the skills needs for the hospitality sector and the county. Discussion of the Workmentor project.	Discussion on the importance of mentoring in the workplace for young people.
Ettelbrück, LUX	8/12/2012	Director, guests and teaching staff	15	To finish the consultation work at this school a series of international project ideas was presented. Transferring WorkMentor (a.o.) to increase the effectiveness of placements was one of the proposals made.	In the end the school opted for a mobility project proposal.
Harderwijk, NL	Jan-Dec. 2013	Het IDEE has made contact with several companies in different sectors. These entrepreneurs are asked if the program of WorkMentor might have added value within the companies. This is mainly responded positively. Increasingly, employers are faced with requests for the provision of internships, work placements, job experience and people reintegrate. On the one hand attractive for employers to establish, on the other hand the lack of time to give. Sufficient and proper guidance extra (cheap) labor in times of economic scarcity Additional skills and tools to also deploy the scarce available supervision time efficiently and effectively is therefore seen as a valuable addition.			
Akureyri, Iceland	November 2012	Work mentors	15	The piloting workshop held in VMA, two sessions in November 2012.	VMA piloted the Workmentor manual and workshop.
Jyväskylä; FI	Dec 2012	Coordinators, Teachers, Headteachers	15	Tanja Halttunen has orally spread information about the project to partners of METELI, a national network consisting of Salpaus, Jyväskylän Ammattiopisto, Tredu, in order to raise awareness of the project	
Hereford College of Technology	25.01.13	Herefordshire Training Providers, Local Authority, Local Job Centre and	15	Agenda item on the local Training Provider Network meeting.	Highlighting the work being done and the project.

		National Apprenticeship Service			
Stourbridge, West Midlands	06.03.13	Strategic Provider Network for Herefordshire, Worcestershire and Shropshire	40	Informal discussions with colleagues across the west midlands	Discussions with interested parties
Hereford Times Newspaper	April 2013	Press release regarding project and partner meeting	Paper circulation	Newspaper article about the meeting and the objectives of the project.	
Paris, France	April 2 nd 2013	Teachers and administrators from France Europea	25	Nicolas Bizeul has presented the WorkMentor project in a slideshow to teachers and administrators	National meeting
Akureyri, Iceland	April 13th 2013	Educators	15	Spring conference of the Institute for Educational Research at the University of Akureyri. A workshop: Jóhannes Árnason presented Workmentor as one of the methods to work with students in danger of dropping out of school.	The institute hosts a conference in Icelandic. Spring 2013 the topic was the village – the connection between schools and their environment.
Helsinki, FI	May 2013, November 2013	International coordinators	12	Tanja Halttunen is a member of the international group at The Finnish Association for the Development of Vocational Education and Training and has presented the Workmentor project orally during a meeting and is regularly keeping the members, taking part in the meetings, updated on the latest news and outcomes of the project	
Haderslev DE	May 2013	Coordinators, Managers	11	Tanja Halttunen has orally spread information about the project to project partners of Frafald, a Nordplus project; METELI, a national network, in order to raise awareness of the project	
Akureyri, Iceland	June 4 th 2013	Administrators from all schools in Iceland serving the age group 16 – 20 years.	50	Sigríður Huld Jónsdóttir assistant principal of VMA introduced the Workmentor project and handed out brochures in Icelandic about the project in a meeting of the society of Icelandic secondary schools.	This is one of the most important meetings each year for this level of the Icelandic School system.

Cream o' Galloway Farm Open day	July 12, 2013	Farmers, conservationists, teachers, advisors	50	An open day at a very popular visitor centre, examining new ways of managing dairy herds, and bio fuels. The obvious need for mentoring was recognised by those engaged in private conversations	The need for mentoring in situations where a single individual holds the ideas and 'drive' is of obvious importance although tailoring this may be a challenge.
Kirkcudbright shire	August 27, 2013	Discussions with 'early adopters' farmers	8	Meeting of farmers interested in succession. The role of mentoring to ensure ongoing viability and the concept of clear communications was of clear interest	A new role for mentoring? Succession.
Dumfries, UK	September 2013	National Advisory service	4	The potential of WorkMentor both for use internally and externally for the benefit of the service	
Valladolid, ES	Sept.26,2013	INEA, University of Valladolid	3	A TOI project proposal was rejected, a Skype meeting was organised with 2 ES partners to discuss a changed approach including the WorkMentor outcome in a new proposal (for Erasmus +)	A new proposal LearSpace is under construction.
Carlisle, UK	September, 26, 2013	Discussions with emeritus lecturers	2	WorkMentor and potential role within rural university	
Harderwijk, NL	September 27, 2013	Municipality and Regional Social services	6	After causing the closure of the training restaurant the social services proposed a replacing scheme for the re-integration of young unemployed in the region. Het IDEE, with some IFSAT support, produced a new 2 – year project called "Harderwijk connects Talents" which will start end of 2013. The placement of unemployed is supported by professionals who operate as volunteer-teachers transferring their knowledge and experience using the methods promoted by WorkMentor; For their training the translated training pack will be used.	
Gower Coll. Swansea	30/09/2013	Workplace Supervisors	5	Attended Pilot Session for the WorkMentor Training pack	
South Wales	September – October 2013	Employers	50	WorkMentor Brochure distributed to employers in South Wales	
Jyväskylä, FI	October 2013	Vocational education and training providers, Teachers, Managers, Coordinators	220	Tanja Halttunen took part in the International days arranged by the Finnish NA, The Finnish National Board of Education and Jyväskylän Ammattiopisto where she spread information about the Workmentor project to about 220 participants taking part in the conference. She spoke about the usefulness	

				of training Workmentors, informed the delegates about the webpage and handed put about 100 brochures to interested parties.	
Akureyri, Iceland	October 4 th 2013	Educators of all levels.	?? hundreds	The Workmentor final conference was held as a part of the annual national conference on education in Akureyri. Total attendance was 1300. The Workmentor project was listed as the host for two workshops at the conference. A list of all workshops was a part of the conference documentation.	The workshops are available on video from the Workmentor website. www.workmentor.vma.is
Athens; GR	October 2013	Vocational education and training providers Associations NGO's	220	Tanja Halttunen took part in the EFVET conference where she spread information about the Workmentor project to the 220 participants of the conference. She spoke about the usefulness of training Workmentors, informed the delegates about the webpage and handed put about 100 brochures to interested parties.	
Pargas, FI	October 2013	Employers	50	Tanja Halttunen was invited to present the international activities of Axxell for about 50 members of the Rotary club in Pargas. During the presentation she also presented the aims, objectives and outcomes of the Workmentor project	
Borgue, The Stewartry , UK	October 18, 2013	teachers (VET) and council workers artists	8	Informal presentation of project to interested individuals, who are interested in formalised mentoring	
Innsbruck, AU	October 2013	Teachers, coordinators, employers	15	Tanja Halttunen has orally spread information about the project to project partners of Qafee Care, a Leonardo da Vinci Transfer of Innovation project; Frafald, a Nordplus project; METELI, a national network) in order to raise awareness of the project	
Harderwijk, NL	October 21, 2013	Educators, employers,		Idea has accompanied the Work Mentor program as a training service. It is listed as such on the website www.hetidee.eu	Enquiries for information have been received.
Nozay, France	November 7 th 2013	Teachers and administrators from CFPPA Jules Rieffel	15	Mireille Rioual has presented the WorkMentor project and showed the video	Regional meeting
St-Herblain, France	November 12 th 2013	Directors and teachers of apprenticeship	20	Evelyne Foucher-Besnard, regional promoter of the CFPPA network of the region "Pays de la Loire" has presented the WorkMentor project and showed the video.	Regional meeting The workMentor manual will be used in workshops in

		schools			order to train the employer in this regional project
Athens, GR	Nov, 15, 2013	3 Agricultural education institutions	6	A Skype meeting was prepared and implemented to discuss possibilities to develop a project supporting unemployed young men from Athens who are considering going back to the family farm and set up an agricultural business.	As a result ideas are presently being exchanged by e-mail, including the use of WorkMentor.
Sofia, BG	Nov.25, 2013	Directors of Agricultural schools	6	The meeting was prepared to discuss a possible new project to set up organic agriculture blended learning in BG using outcomes of ProVoTrain, POÈTE and WorkMentor projects.	The meeting agreed to work on preparing a proposal for March '14
Sofia, BG	Nov.25, 2013	Director General of the Science and Education Dept. of the Ministry of Agriculture of Bulgaria	4	Dr. E. Echkanova was very interested in the ideas of setting up a blended learning program for organic agriculture in the country. The concept of involving farmers after dedicated WorkMentor training will have her full support.	

Various actions throughout the WorkMentor project lifetime.

Swansea, UK	General public	1000+	Article and Photograph on college website about the first meeting of the WorkMentor Project.		
Akureyri, Iceland	All staff of VMA.	120	After each Partner Meeting Email send a link to all staff of VMA. The link is for a narrative in Icelandic (story of the trip) with pictures of each trip to the meetings also describing the meetings and the major conclusions. The response shows that many of the teachers, administrators and other staff read about the trips.		See the WorkMentor website Icelandic version.
Akureyri, Iceland	Administrators and policy makers	15	Jóhannes Árnason has had meetings with several people involved in administration in companies and local authorities about reform in drop-out prevention. [The head administrator for education at Akureyri municipality. The chairman of the association of companies in Akureyri.] Other administrators in policymaking and education locally in Akureyri, Iceland. In all these meetings the Workmentor methods have been emphasized as a key factor in looking at workplace education as one of the things to consider when discussing drop-out rates.		Besides his role as project manager for WorkMentor Jóhannes Árnason also has been involved in other VMA projects. The WorkMentor methods have always been a part of the discussion.
France	During 2 years	1000+	Jules Rieffel : http://julesrieffel.educagri.fr/cooperation/index.php?num_menu_1=5		
Iceland	Educators in Iceland	> 1000	An article by Mr. Hjalti Jón Sveinsson principal of VMA in the Icelandic Journal of Education (Uppeldi og menntun.) published in Icelandic. Mr. Sveinsson wrote a peer reviewed article about his studies on drop-out students. He refers to the Workmentor Project as one of the measures VMA is taking to try to prevent drop out from the school. He lists the Workmentor website as one of the references	Mr. Sveinsson is very interested in how to adapt the education the school offers to students prone to drop out. He sees improved workplace education as an important factor.	
Yundola, BG	Students, professors, international guests	70	On the Conference `Theory and Practise in Agriculture` [Nov.22-24, 2013] a presentation was given on the concept of blended learning focussing on the 3 party agreement and the roles of these 3 parties as well as the 3 Leonardo da Vinci projects addressing these parties. About 30 [black and white] brochures were personally handed out. http://www.ltu.bg/files/file/Fakulteti/A/AF_conference_web/index.html		Blended learning was not well know with the public and many questions were asked, during and after the presentation.

Distribution of articles

When	where	organisation	level
During 2 years	http://julesrieffel.educagri.fr/cooperation/index.php?num_menu_1=5	Jules Rieffel	regional
November 2013	http://sillage.educagri.fr/index.php/etablissements/4-jules-rieffel	Sillage Pays de la Loire regional website of agricultural education community	regional
December 2012	http://www.franceeuropea.eu/ *the website has been hacked recently and emptied of its contents, website is in the process of rebuilding	France Europea, national association of schools	national
November 2013	http://www.educagri.fr/no_cache/navigation/lactualite/details-actualites.html?tx_ttnews[tt_news]=1396&cHash=a896104ae086cdb2e519a4b308d5b004	Educagri national website of agricultural education community	national

WorkMentor valorisation action.

From November 20 to 26, 2013 a trip was prepared and implemented to Bulgaria. There were 2 particular reasons for this visit:

- A. The Forestry University of Sofia invited me as a speaker on (organic) agriculture education to their 2 day conference “Theory and Practise in Agriculture” in Yundola (at the research and training centre for forestry in the mountains, some 80 km away from Sofia). I prepared a presentation “The Education of Agricultural Competences or the Need for Blended Learning” focussing on the roles of the 3 partners in agricultural vocational education.
- B. In 2012 a Leonardo da Vinci TOI project was approved in Greece, the GreenBlend project (nr. 2012-1-GR1-LEO05-10049) that was never implemented. This project was aiming to set up blended learning for organic agriculture in both Greece and Bulgaria. The Bulgarian partners in this project asked to consider a new proposal only for Bulgaria.

The conference was opened by Mrs. Dr. Evgenia Achkakanova, director of the Science, Education and Innovation Directorate of the ministry of Agriculture and Food of Bulgaria, representing the Minister Prof. Dimitar Gregov. After my presentation we were introduced and when stating the reason for my visit, I was invited to visit her on Monday November 25 at the Ministry. As we already beforehand had agreed to meet with the GreenBlend partners, this meeting was rescheduled for 12 o'clock and we agreed to see Mrs. Dr. Evgenia Achkakanova at 4 in the afternoon.

Results:

- A. The presentation went rather well and generated a lot of interest in blended learning and WorkMentor. The 40 black and white handouts I had printed (only text of the colour brochure) found takers easily.
- B. On Monday November 25 we had a meeting arranged with 2 agricultural colleges (gymnasia) in Sofia [a 3rd college cancelled Monday morning as the death of a teachers' father caused a need for replacement teaching] where we discussed various topics, developments of these schools, present problems, education structure and farm placements, school farms and organic farming. We agreed to start working on a project proposal for Erasmus+ aiming at 3 developments:
 - Realisation of the profession of 'organic farmer – grower' on the list of occupations with professional qualifications. Only when listed an education can become accredited.
 - Development of some mandatory units on agro-ecology and choice units on organic agriculture production for the 4 years of agriculture vocational education.
 - Organization of placements at farms aiming at the acquisition of competences and allowing for the assessment of skills learning, thus including portfolio of evidence and WorkMentor training.
- C. A delegation of this meeting then went to the Ministry of Agriculture and Food and met for 1 hour with Mrs. Dr. Evgenia Achkakanova, director of the Science, Education and Innovation Directorate. Although rather short in the job (the directorate was re-established only 2 months before) she was very positive about the general intentions of our plans and expressed her support for any such plan that would be fitting within the education policy of the Ministry of Agriculture and Food. We agreed that she would be informed on any development with respect to the project and invited to present her views and suggestions. Connecting myself with the present [French] advisor on agriculture vocational education would be initiated by Mrs. Dr. Evgenia Achkakanova.



Bas Timmers, IFSAT Foundation director

Gaining European training perspective

TWO members of staff from Hereford-based Riverside Training joined 12 colleagues from six partner countries for an educational exchange as part of a European project held in Stiklestad near Trondheim in Norway.

Steve Harrison (pictured, fourth from left) and Philip Broomhead (far right) joined four colleges and three training providers from Iceland, Norway, Finland, France, Wales, Holland and England to look at ways to engage employers to support apprentices through mentoring in the workplace.

Company director Philip said: "It is refreshing to share experiences with European partners.

"You come to realise that we all have similar problems across Europe, encouraging employers to recruit young apprentices against an uncertain economic climate in a global downturn. We want to work together to support employers to grow our young potential to bring us out of recession."

For more about the Leonardo da Vinci Project, visit workmentor.vma.is or phone Philip or Steve on 01432 359244.

Right: Training providers together in Trondheim.

